

Building the Connecticut Workforce System to Meet Employer Needs

2017 Connecticut Conference of Municipalities Convention



Employer Workforce Demand

There are projected to be
558,160 openings from
2014-2024

Select sector openings and middle skill jobs

Healthcare: 52,930 openings

- Licensed Practical and Licensed Vocational Nurses (3,270)
- Medical Assistants (2,750)
- Dental Hygienists (1,020)

Manufacturing: 26,260 openings

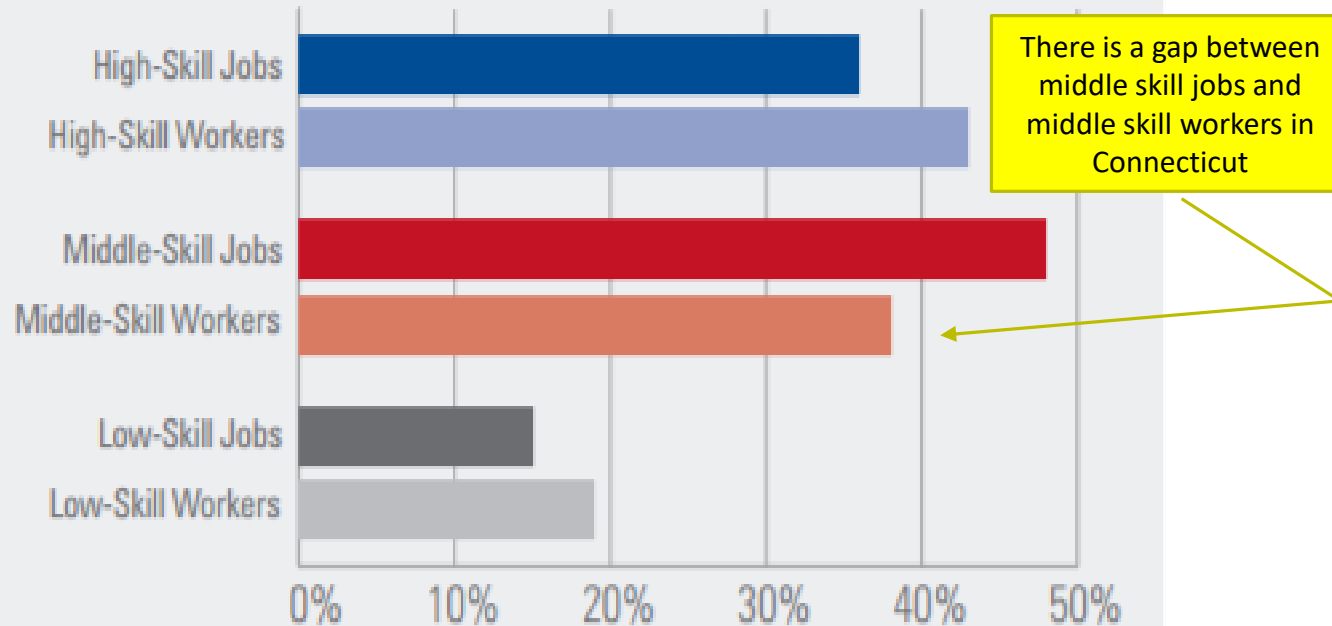
- Machinists (3,290)
- Computer-Controlled Machine Tool Operators (1,410)

Construction: 17,600 openings

- Carpenters (2,950)
- Electricians (2,260)
- Plumbers (1,420)

The Middle Skill Challenge

Jobs and Workers by Skill Level, Connecticut, 2015



Source: NSC analysis of Bureau of Labor Statistics Occupational Employment Statistics by State, May 2015 and American Community Survey data, 2015.

Demand for Middle-Skill Jobs is Strong

Forty-eight percent of all jobs in Connecticut in 2015 were middle-skill.

A Middle-Skill Gap

Middle-skill jobs account for 48 percent of Connecticut's labor market, but only 38 percent of the state's workers are trained to the middle-skill level.

Post-Secondary Education

By 2020, 70% of jobs in Connecticut will require post-secondary education

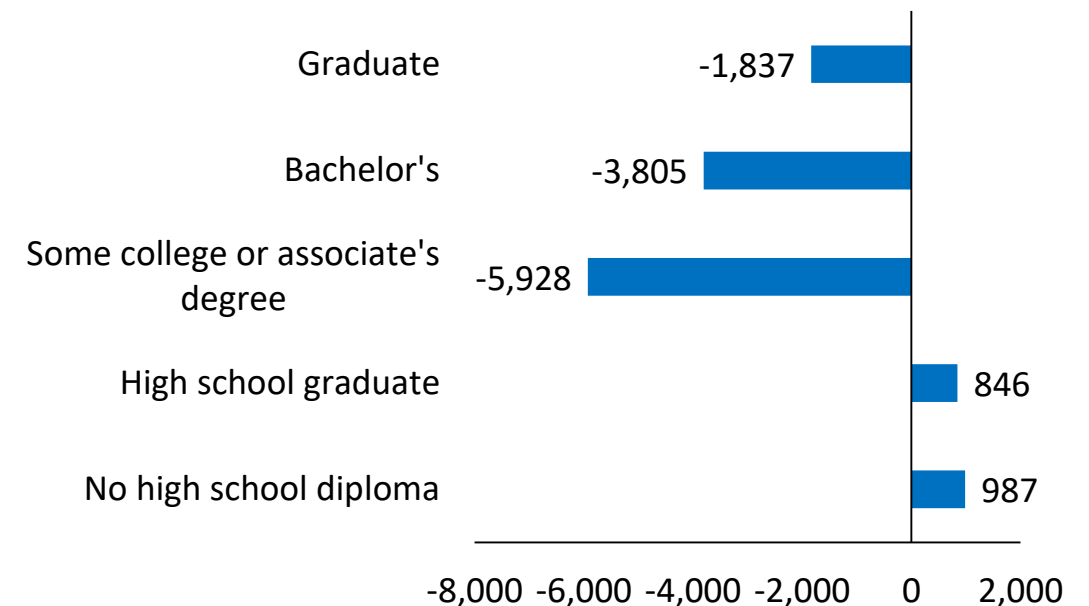
Where Will the Supply Come From?



Connecticut has:

- Presently 37.6% of CT individuals (aged 25+) with a bachelor's degree or higher, by 2020 over 70% of jobs will require post-secondary degrees.
- Hitting the 70% target will require the production of 300,000 more graduates than the current rates of production and in-migration of college-educated individuals.
- In Connecticut's five major urban areas only one out of four high school seniors gain a post-secondary degree.
- Connecticut's labor force participation rate is 67.5% and falls to 62% in major cities such as Hartford and Waterbury.

Net outmigration of an educated population (aged 25+)



Sources: American Community Survey 2014 and 2011-15



Where Will the Supply Come From?

An estimated 40% of the future workforce will come from urban areas

There are Challenges in Connecticut Urban Areas

Bachelors degree and above

18-24 Year-Old

✓ Connecticut	13.6%
✓ Hartford	5.2%
✓ Bridgeport	9.1%
✓ Waterbury	7.0%

Labor Force Participation Rates

✓ Connecticut	67.5%
✓ Hartford	62.2%
✓ Waterbury	62.0%

There are 39,000 disengaged and disconnected high school youth in Connecticut, costing the state \$1-billion in untapped potential.



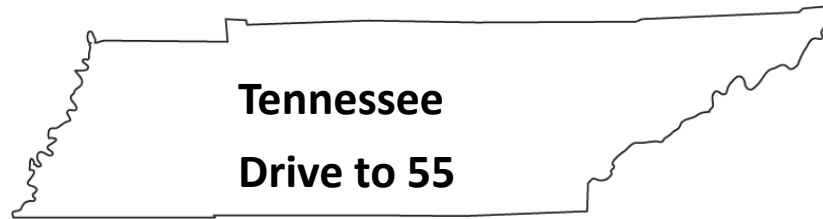
American Job Center Participant Educational Characteristics

Connecticut North Central Region

Educational Attainment

- **High School Diploma or Less: 54.1%**
- **Associate Degree or Vocational Certificate or Higher: 41.9%**

What Other States Are Doing



- Drive to 55 aims to increase the number of Tennesseans with a postsecondary degree or certificate to 55 percent by 2025, with a special state fund of \$10-million.
- Every Tennessean will have the opportunity to enter or reenter public higher education with no tuition expenses



- **EARN** Maryland is a state-funded, competitive workforce development grant program designed to ensure that Maryland employers have the talent they need to compete and grow with a special state fund increase of \$8.05-million
- Salisbury University Research: \$1.00 of workforce development yields \$14.88 in additional economic activity.



- Investing \$100 million in a workforce development program
- Led by skill demands of employer partners



What We Can Do

Drive College Connection Models & Apprenticeships for High School Juniors and Seniors

Higher Education, Community Colleges & Workforce Development Organizations Need to Embrace Contextualized & Integrated Basic Skills Training

Maximizing Employer Training Resources & Apprenticeship Models to Strengthen Employers Workforce

Support Creation of Industry Partnership Training Fund Similar to Other States